CHANGES TO THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MIDDLE MANAGEMENT ASSOCIATION

Unless otherwise indicated, all changes are effective on ______________, 2019.

**TECHNICAL CHANGE THROUGHOUT CONTRACT**

Change “his/her” to “their” and “he/she” to “they” and “himself/herself” to “themselves.”

**PREAMBLE**

Technical date change.

**ARTICLE 1 - ASSOCIATION RECOGNITION**

No change.

**ARTICLE 2 - DUES CHECK-OFF**

No change.

**ARTICLE 3 - EMPLOYER RIGHTS**

Section 3. Communications [Revised Section Title, Bulletin Boards Struck from Title]. Expanded language to permit non-partisan Association communication with members of the bargaining unit via electronic communication and meeting space as available. Removes obsolete reference to bulletin boards.

**ARTICLE 4 - ASSOCIATION RIGHTS**

No change.

**ARTICLE 5 - STRIKES AND LOCKOUTS**

No change.

**ARTICLE 6 - DISCIPLINE AND DISCHARGE**

No change.

**ARTICLE 7 - GRIEVANCE PROCEDURE**

No change.

**ARTICLE 8 - VACATION AND SICK LEAVE**

Section 3. Vacation Cash-Out on Separation or Movement to a Vacation Ineligible Position. The amount of vacation payout on separation is increased from 260 hours to 275 hours.
**ARTICLE 9 – HOLIDAYS**

Section 2. Observed Holidays. B. Technical change to clarify that the correct holiday is Presidents’ Day, not Presidents Birthday.

**ARTICLE 10 - LEAVES OF ABSENCE**

Section 3. Paid Leaves of Absence. [NEW] F. Voting Time Leave. Added leave to vote in a tribal election as a type of paid leave provided that the supervisor has made arrangements for the absence with their superior. Subsequent renumbering of other paid leaves in this section.

**ARTICLE 11 - HOURS OF WORK AND OVERTIME**

Section 2. Supervisors designated as exempt under FLSA and assigned to Progression Code 1 at Salary Range 19 and above. A. Time Management. Added language that supervisors may be asked by their superiors to provide notice when balancing hours.

Section 2. Supervisors designated as exempt under FLSA and assigned to Progression Code 1 at Salary Range 19 and above. B. Overtime. 3. Modify language to increase the amount of compensatory time a supervisor may bank from forty (40) hours to eighty (80).

Section 5. On Call. Increased the on-call pay from $50 for a 24-hour period to $60. Accordingly, the weekly not-to exceed amount is increased from $350 to $420 per week.

Section 7. Part-Time Employment. Added language that permits full-time supervisors desiring to work less and part-time supervisors who desire to work more may do so pursuant to a mutual agreement between the supervisor, the Association and the Appointing Authority.

**ARTICLE 12 - SENIORITY**

No change.

**ARTICLE 13 - LAYOFF AND RECALL**

No change.

**ARTICLE 14 - FILLING OF POSITIONS**

Section 4. Promotional Ratings. Deleted obsolete language referencing the use of promotional ratings. Subsequent renumbering of the remaining sections.

Section 4. (NEW SECTION NUMBER) Transfers Between Agencies. Technical change from Personnel Office to Office of Human Resources.

**ARTICLE 15 - PROBATIONARY PERIOD**

Section 1. Probationary Period. Technical changes to delete obsolete time periods.
ARTICLE 16 - WAGES

Section 2. Conversion. Effective July 1, 2019, supervisors shall be assigned to the same relative step within the salary range for their class except as specified below.

Supervisors who are paid a rate which exceeds the maximum rate for their class prior to the implementation of this Agreement, but whose rate falls within the new salary range for their class, shall be assigned to the maximum of the new range.

Supervisors whose salaries as of June 30, 2019 equal or exceed the new maximum rate for their class shall not receive a salary adjustment, but these supervisors shall not receive a reduction in pay.

Section 3. First Year Wage Adjustment. Effective July 1, 2019, all salary ranges and rates shall be increased by two and one quarter percent (2.25%), rounded to the nearest cent. Supervisors convert to the new compensation grid as provided in Section 2, Conversion.

Section 4. Second Year Wage Adjustment. Effective July 1, 2020, all salary ranges and rates shall be increased by two and one-half percent (2.5%), rounded to the nearest cent. This salary adjustment shall be given to all supervisors including those supervisors whose rates of pay exceed the maximum rate for their class.

Section 6. Achievement Awards. Team Achievement Awards (Pilot). Amended language to permit for Team Achievement Awards as a Pilot program.

Section 8. Shift Differential. Modify language to provide that the shift differential shall be $1.65 per hour for all hours worked between 6:00 p.m. and 6:00 a.m.

Section 10. Severance Pay. Modify language to remove reference to age 65 as the age for retirement.

Section 12. Injured on Duty Pay (Pilot). Modify language to provide for a lump sum payment not to exceed four hours of pay when a supervisor incurs a disabling injury stemming from an aggressive act that requires medical attention during or immediately following their shift. In the event a subsequent transport is required to a secondary medical facility, an additional lump sum not to exceed 4 hours of pay shall also be granted.

Section 16. State Contribution to Deferred Compensation Plan. Modify language to increase the employer match of the employee’s deferred compensation contribution from three hundred dollars ($325) to four hundred dollars ($400) per fiscal year.

Section 17. Recruiting Incentive Pilot [NEW]. For positions deemed “hard to fill” by MMB, an Agency may offer a hiring incentive to new employees of up to $5,000 half paid after probation is completed and the other half after two years of service in the position.
Section 18. Employee Referral Incentive Pilot [NEW]. For positions deemed “hard to fill” by MMB, an Agency may offer a referral incentive of up to $1,000 for state employees who refer a new candidate for the position, if the candidate is successful. The payment will be applied if the supervisor is employed with the state when the candidate completes their probationary period.

Section 19. Equity Adjustments Pilot [NEW]. At Agency request, MMB may make equity adjustments to advance supervisors within a range or provide a lump sum of $2,500 for satisfactory employees who are at the top of their range, to maintain internal inequity. This agreement sunsets upon ratification of the next contract.

ARTICLE 17 - INSURANCE

Section 1. State Employee Group Insurance Program (SEGIP). Modify language so the summary of benefits may now be distributed electronically.

Section 3. Eligibility for Employer Contribution. C. Special Eligibility. 4. Corrections Early Retirement Incentive. b. Conditions for Eligibility. 1) CERP Supervisors who are Covered by this Agreement Before February 20, 2013. b). Add language that CERP supervisors retiring directly from an unpaid medical leave must continue their coverage throughout the leave in order to qualify for the Employer Contribution.

Section 4. Amount of Employer Contribution. Technical date change.


Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Supervisors. Delete language that defaults supervisors and dependents to the previous plan administrator.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May be Changed or Cancelled. 1. Changes Due to a Life Event. e. Clarify that a change in the place of residence of the supervisor, retiree or their spouse or dependent is only a qualifying life event if the change is outside the health plan service administrator’s service area.


Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Modify language to allow a $70 first-dollar credit in 2021 to individual deductibles conditional upon completing qualifying activities in the State of Wellbeing program.


Section 7. Optional Coverages. B. Life Coverage. 1. Supervisor. Add language so that a supervisor may only be covered by one state-sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 2. Spouse. Add language so that a spouse may only be covered by one state-sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 3. Children/Grandchildren. Technical change to update cross reference. Add language so that children/grandchildren may only be covered by one state-sponsored life coverage policy and that coverage begins immediately upon live birth.

Section 7. Optional Coverages. D. Accidental Death and Dismemberment Coverage. Add language to increase the amount of accidental death and dismemberment coverage a supervisor may purchase.
Section 7. Optional Coverages. E. Vision Coverage. Add new section which specifies that a fully employee paid vision benefit will be available beginning January 1, 2021 subject to agreement by the subcommittee of the Joint Labor Management Insurance Committee to the benefit set determined through the state’s Request for Proposal (RFP) process. Subsequent re-lettering.

**ARTICLE 18 - EXPENSE ALLOWANCES**

Section 2. Automobile Expense. Deleted obsolete reference wherein routes are provided in accordance with Transportation Department records.

Section 4. Overnight Travel. Deleted obsolete reference wherein actual phone calls per trip are reimbursed at a rate of number of nights away from home by three ($3) dollars.

**ARTICLE 19 - RELOCATION EXPENSES**

No change.

**ARTICLE 20 – HOUSING**

No change.

**ARTICLE 21 – UNIFORMS**

No change.

**ARTICLE 22 - SUPERVISOR RIGHTS**

Section 1. Membership Dues. Modify language to increase the employer paid membership dues from two hundred fifty ($250) to three hundred fifty dollars ($350) per fiscal year.

**ARTICLE 23 – SAFETY**

No change.

**ARTICLE 24 - WORK RULES**

No change.

**ARTICLE 25 - VOLUNTARY REDUCTION IN HOURS**

No change.

**ARTICLE 26 - SAVINGS CLAUSE**

No change.

**ARTICLE 27 - COMPLETE AGREEMENT AND WAIVER CLAUSE**

No change.
ARTICLE 28 - LABOR/MANAGEMENT COMMITTEE
No change.

ARTICLE 29 – DURATION
Technical date and name changes.

APPENDIX A
No change.

APPENDIX B - PRORATED HOLIDAY SCHEDULE
No change.

APPENDIX C - PRORATED VACATION SCHEDULE
No change.

APPENDIX D - PRORATED SICK LEAVE SCHEDULE
No change.

APPENDIX E – SUPPLEMENTAL AGREEMENTS
Modifications to various supplemental agreements as agreed upon by the agencies.

APPENDIX F-1 - CLASS ASSIGNMENTS AND SALARY SCHEDULES
The list of classes and the salary schedules effective July 1, 2019 through June 30, 2020. Remove monthly amounts from the wage schedule.

APPENDIX F-2 - CLASS ASSIGNMENTS AND SALARY SCHEDULES
The list of classes and the salary schedules effective July 1, 2020 through June 30, 2021. Remove monthly amounts from the wage schedule.

APPENDIX G - DEPARTMENT OF HUMAN SERVICES/DEPARTMENT-WIDE
Technical changes.

APPENDIX H - VACATION CREDIT – EDUCATIONAL SUPERVISORS
No change.

APPENDIX I - STATUTORY LEAVES
Amend reference to Time off to Vote statute

Update links to Statewide FMLA Policy, Procedure and General Memo.
APPENDIX J - DISCRETIONARY STUDENT LOAN REIMBURSEMENT FOR REGISTERED NURSE ADMINISTRATIVE SUPERVISORS (RNAS) AND REGISTERED NURSE SUPERVISORS (RNS)

Change expiration date from June 30, 2019 to June 30, 2021.

LETTERS


Add new letter regarding Student Loan Reimbursement Opt-in (PILOT)